

Kootenai JSEC Minutes
March 21, 2007

Attending:

Sherri Meehan, Achievements, Inc.	Kathy Kinsey, NWMT HR
Jean Pittsley, AFL-CIO, PCWA	Louise Rice, Libby Area Chamber
Jamie Brebner, Homesteaders/Becks /PC	Andrea Wandler, FVCC-LCC
Deb Huisentrui, FVCC-LCC	Chris Erickson, City of Libby
Jessica Conrad, Montanore Minerals	Debi Davidson, KRDC
Greg Larson, KRDC	Bill Clark, Camp Patriot
Johnette Watkins, Job Service	Kari Martell, Job Service
Mike Shoquist, Flathead Job Service	Pat Hulla, Flathead Job Service

JSEC Business – Pat Pezzelle, chairperson, is out of town.

Minutes Approval/Treasurer's Report: Minutes from February's meeting were approved. Andrea reported Savings - \$1096.04 and Checking - \$448.77. Mike noted that in the past the local JSEC's were included under the state MSEC 501c3. There may be some changes coming and the local JSEC's may be required to obtain their own 501c3 status.

E-Mail Distribution List – Johnette has had some problems with her e-mail distribution list. She thinks they are solved now but if anyone experiences any problems or do not seem to be getting the e-mails, please let her know.

Speaker's Lunches

Johnette stated that she had talked with Pat about the possibility of JSEC buying lunch for the Featured Speaker, if we have one. Kiwanis does this and it is a nice way to thank the speaker. This was voted on and approved.

State Convention in Bozeman – May 21-23

Johnette announced that Louise will be attending the State JSEC convention in Bozeman! Pat Pezzelle is also trying to rearrange his schedule so that he can attend. This year's convention should be the best yet! There is a fantastic lineup of fun, food and superb speakers on topics important to business. The fee for the convention alone is \$100 but it is offered to JSEC members as "**All Expenses Paid**"! Members do not have to attend all days of the convention. If any other members are interested in more information or attending, let Johnette know A.S.A.P.

Youth Outreach Committee: Debi Davidson

Debi Davidson, Chair – KRDC

Randy Holm – NW MT Human Resources

Becky O'Brien – Director of Nursing, Libby Care Center

Alana Messenbrink – US Army Corps of Engineers, Libby Dam

Louise Hopkins – St. John's Lutheran Hospital

Helen Clark – U of M, E:ABC's

Pam Rhodes – Achievements

Diana Miller – Libby High School

Debbi stated that the next Youth Committee meeting will be at Libby High School on March 29th at Noon. This is a 'brown bag' lunch...bring your own. We hope to have some students attend this meeting so we can talk to them about the Job Fair and provide them with Interviewing, Application and Resume

Preparation Assistance. We would also like to try and recruit one or two students to serve as advisors to our committee.

The Community Job Fair is April 19th, 2007 – 5:30 – 7:00 p.m. Please call Job Service A.S.A.P. to reserve a table. Please talk to any interested Job Seekers and other Employers about the Job Fair.

The Hot Jobs/Business Tour/Career Exploration project is on hold until after the Job Fair.

Johnette reported that, at Debi's request, she spoke at Kiwanis about the Job Service, JSEC and the activities and goals of the Youth Outreach Committee. They had asked Debi to report on the Youth Outreach but Debi had another meeting the same day. Johnette stated that the group was very interested and gracious, as always.

Professional Development Committee:

Pat Pezzelle, Chair – FVCC, LCC

Maria Clemons – LC Community Health Center

Jessica Conrad – Montanore Minerals Corporation

Louise Rice – Libby Area Chamber of Commerce

Chris Erickson – City of Libby

Pat Pezzelle was not able to attend today's meeting. Johnette reported that committee met last week and the Spring Seminar is all set. Jim Nys will hold the Human Resource Boot Camp in two half-day sessions. This will be an excellent opportunity for every business owner, manager or supervisor. Jim is very knowledgeable and will be providing very important and pertinent information for businesses. This program has been done as a series in Kalispell and has been highly successful.

Human Resource Boot Camp with Jim Nys

First Session: Thursday, April 26th – 8:00 a.m. to Noon @ LCC
(Now 9:00 a.m.- 1:00 p.m.!)

Second Session: Thursday, May 31st – 8:00 a.m. to Noon @ LCC
(Second Session Date to be changed!)

Cost: (Possible increase for Non-JSEC members!)
Early Bird discount (if registered & pre-paid before April 19th)
One Session - \$30
Both Sessions - \$50 (same person)

After April 19th
One Session - \$35
Both Sessions - \$60 (same person)

Contact Job Service to register!

Building Blocks – This series has been pushed forward to begin this Fall

BEAR Program – The BEAR program is moving forward and more information will be available very soon.

Business Marketing Workshop – Flathead is hosting an intensive, hands-on workshop which is presented by Department of Commerce. Participants will learn Marketing Basics, Methods and Strategies in the morning. Lunch will be served during a participant discussion. Then, in the afternoon, participants will break into working groups to participate in hands-on learning experiences relating to specific business marketing needs and requirements.

We will have to decide by this afternoon if we want to try to host this workshop here. The presenters will be in Kalispell on Monday April 23rd and can do the workshop here on Tuesday, April 24th. Flathead is going to allow participants to attend just the morning session if they prefer but it sounds like the afternoon will be very worthwhile! Johnette will contact Professional Development members and make a decision on whether to host this and what we would need to charge.

Business Updates

Legislative Update - Johnette announced that there is legislation pending (HB 492) regarding an exception to the new Minimum Wage Law for tipped employees. This bill will be heard by the Senate Taxation Committee on March 23rd. She will keep the committee posted on the progress of this bill.

Community Management Team:

Mike Shoquist stated that Johnette and Larry had done some work on a One Stop Proposal for Kootenai Workforce Center. The CMT committee will probably meet separately about this sometime next month.

Video – “Keeping the Good Ones” (26 minutes)

Johnette handed out some pages she put together from an actual January 19th, 1929 copy of “The Literary Digest” addressed to a Libby resident of that time and sporting a price of 10 Cents! The selections from the magazine included a photocopy of the cover, an advertisement for a brand new Chevrolet-Price \$595, and an excerpt from an “Investments and Finance” article with a title of “Business Will Be Fine in Nineteen-Twenty-Nine”. Interestingly, 1929 was the year of the infamous Stock Market Crash in October of that year which precipitated the Great Depression.

At the end of the investments article were “Ten Rules For Making Prosperity Stick” written by Charles M. Schwab, Chairman of the Board of Directors of the Bethlehem Steel Corporation. Johnette noted that many of the “rules” cited in this 1929 article are similar to the advice we will hear in the “Keeping the Good Ones” video!

**Excerpted from:
The Literary Digest, January 29, 1929
Investment and Finance
“Business Will Be Fine In Nineteen Twenty-Nine”**

“TEN RULES FOR MAKING PROSPERITY STICK”
“Our problem in this country in 1929 is not to achieve prosperity, but to make it permanent. So Charles M. Schwab, Chairman of the Board of the Bethlehem Steel Corporation, suggests ten rules which seem to him to hold

the key to lasting prosperity. They appear as follows in the New York *Herald Tribune*:

1. Pay labor the highest possible wage. Prosperity is intimately related to a liberal wage scale.
2. Treat labor as a business partner. Successful industry depends more on human relations than upon the organization of money and machines.
3. Conduct business in the full light of day. Public confidence and public suspicion may be separated only by a door.
4. Remember that the law of supply and demand is inexorable. And it also would be well to remember that there is no necessity for producing an excess.
5. Live and help live. Even prosperous industries can not afford to have the backward industries fall too far behind the procession – prosperity to be permanent must be equally distributed.
6. Welcome new ideas. To establish permanent institutions we must always be prepared for change.
7. Never be satisfied that what has been achieved is sufficient. Smugness and complacency do not promote progress.
8. Operate business on the most economical basis. Price-cutting, over-expansion, uneconomical methods of distribution are just as harmful to business and to the public as price-fixing, monopolies, and rebates.
9. Look ahead and think ahead. It is easier to avoid depressions than it is to cure them.
10. Smile, be cheerful and work upon the basis that the fundamental purpose of business is to promote the happiness of human beings.

The “Keeping the Good Ones” video was shown and seemed to be very well-received by all in attendance! Some key points:

- When a good employee leaves, choose to learn from the experience in order to help you hang on to the rest of your employees.
- Don’t be the last to know! Check in with people to see how they are doing. Get out and talk to them so you are aware of what is going on.

Three Key Points

1. Make a Connection

- Treat workers as people first, employees second.!
- It is People who make a Team!
- Get to know them!
- People want to feel appreciated and included.
- Help them to see YOU as a person first, manager second.
- Build personal loyalty

2. Offer Your Time

- Take Ten (minutes) to check in. Ask:
 - ‘How are YOU?’ (start non-work related)
 - ‘How is the team?’
 - ‘How can I help?’
- Consider Honesty a GIFT, no matter what it is!
- Be Real – Offer yourself as a person.
- Be Consistent

3. Offer Appreciation

- Don't wait
- Start now
- Find ways to show people how much you appreciate them!

Featured Speaker – Greg Larson, CEDS

Greg Larson has been contracted by KRDC to coordinate the five year “Comprehensive Economic Development Strategy for Lincoln County”. Greg talked about the importance of this planning process to Lincoln County. It is important to have in place in order to qualify for grants and funding for economic development for our county.

There have been two public meetings, one in Libby and one in Troy. North Lincoln County is working on their own plan and it will be combined with Libby and Troy and then all plans will be combined again into a regional document that includes Flathead, Lake, Lincoln and Sanders counties. This document is then presented to the U.S. Economic Development Administration.

Public participation in this process is essential to ensure that the plan accurately reflects the needs and goals for each community. Several committees have been set up to address various categories of concern including:

- Public Services (water, sewer, fire, police, etc.)
- Transportation (roads, community transportation)
- Education and Workforce Training, Health Care & Medical
- Agriculture/Forestry & Natural Resources
- Housing
- Tourism/Recreation, Arts & Culture
- Environment
- Infrastructure

Each committee will assess;

- Where are we today?
- Where would we like to be in five years?
- What do we need to do to get there?

There will also be periodic updates to the plan and assessments of how we are doing. If anyone would like to serve on one of these committees, please contact Greg or KRDC.

Meeting Adjourned - Next Meeting: April 18, 2006